

The Relationship between Work-Family Conflict and Work-Family Enrichment of University Professors

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The objective of this paper is to explore the relationship between work-family conflict and work-family enrichment. Work-family interface has two primary experiences: work-family conflict and work-family enrichment, which are being studied by science. Considering that research on work-family enrichment is recent, the analysis of its relation to the conflict is even newer. Data was collected through questionnaires administered to university professors of Economics and Finance Faculty at Juan Misael Saracho Autonomous University (Tarija, Bolivia). Structural equation methodology was used to test the research model. Results indicate that conflict is negatively related to enrichment, but in the same direction of domains: from work to family and from family to work. These findings are important in designing and implementing of human resource policies on work-family balance, in order to improve faculty's job satisfaction, and consequently, their commitment with the organization.

Key Words: work-family conflict, work-family enrichment, work-family balance, faculty management.